

2. Council 93, AFSCME, Local 1580 is the duly certified bargaining agent of classified employees employed by the City in its Departments of Recreation and Parks, Water Resources and Public Works.
3. Positions or job titles presently included in the bargaining unit include driver/messenger, equipment operator I, II and III, maintenance aide, senior maintenance aide, treatment plant technician, automotive mechanic I and II, automotive painter, maintenance technician, carpenter, machinist, trades maintenance mechanic, greenskeeper, water treatment plant operator I, wastewater treatment plant operator I and welder/mechanic.
4. All positions under consideration in the pending petition are within the Department of Water Resources.
5. The position of "mechanic" while "on the books," has been vacant approximately ten (10) years. There is no current or future intent to fill that position.
6. All positions petitioned to be added to the bargaining unit are compensated at rates within the compensation ranges represented by the labor grades currently assigned to positions presently in the bargaining unit. Two of the positions petitioned to be added to the bargaining unit (i.e., laboratory technician and field technician) are already being compensated under the applicable salary scale for unit employees.
7. All positions petitioned to be added to the bargaining unit function within the same organizational unit and are employed in geographical proximity to other employees in positions already in the bargaining unit. RSA 273-A:8 I (d).
8. All positions petitioned to be added to the bargaining unit either share or will share (if added to the unit) the same conditions of employment with employees already in the bargaining unit, i.e., wages, working conditions and benefits under the City's "cafeteria plan" also known as the "BENEFLEX" plan. That plan provides various benefits which include health insurance, short

and long term disability insurance, life insurance, dental insurance, sick leave and income protection. RSA 273-A:8 I (a).

DECISION AND ORDER

The Modification Petition as it pertains to laboratory technicians, field technicians, senior engineering aides, engineering aides and maintenance workers (public properties) exhibits significant communities of interest both among those job titles in the petition and those already in the bargaining unit, thus satisfying the requirements of RSA 273-A:8 I. Accordingly, these job titles or positions should be added to the bargaining unit.

Given the period of time the machinist position has remained vacant and the uncontroverted testimony that it will not be filled in the foreseeable future, there is no practical reason to leave the job title in the bargaining unit, especially since its proposed deletion results from a union initiative. Accordingly, the position of machinist should be deleted from the bargaining unit certification.

So ordered.

Signed this 27th day of October, 1992.



PARKER DENACO
Hearing Officer

Reviewed and approved by the Public Employee Labor Relations Board at its meeting of October 27, 1992. By unanimous vote. Chairman Edward J. Haseltine and Members Richard W. Roulx and Arthur Blanchette present and voting.



EDWARD J. HASELTINE
Chairman